

Bulletin

University of Toronto

Friday, October 15, 1976

No. 8

30th Year

Gender Identity Clinic converts John to Jane

by Robbie Salter

John is a transsexual, anatomically and biologically a complete male, but convinced that he belongs to the opposite gender. Last year, John underwent a sex change at the Gender Identity Clinic (GIC) at the Clarke Institute of Psychiatry. His treatment was paid for by OHIP.

John is one of 22 transsexuals who have had "sex change surgery" at the Clinic since it was founded as a demonstration model by the Ministry of Health in 1975.* The uneasiness that finally drove him to that pass began in his childhood.

A typical transsexual

It there is a typical male-to-female transsexual pattern, John bore many of its characteristics. He was somewhat passive, gentle, and close to his divorced mother. He preferred helping with housework to playing rough, competitive games with the neighbourhood gang of boys his own age.

Dr. Betty W. Steiner, GIC director, points out that many young boys will occasionally help with domestic tasks, dress in girls' clothing, or play with dolls, and that normal young girls will sometimes prefer such "tomboy" games as hockey and football. But the transsexual consistently chooses pursuits that are more

***The original pilot study (the Gender Identity Project) was funded by the Atkinson Foundation and the research budget of the Clarke Institute.**

appropriate for the opposite gender.

The sexual confusion of John's childhood became increasingly apparent and disturbing during high school, and later when he was a sales clerk. Convinced he was a woman trapped in a male body, he sought the advice of his family doctor who referred him to the GIC where, after the appropriate surgery, he changed his gender. A lawyer helped him change his name to Jane and he began a new life in a different community.

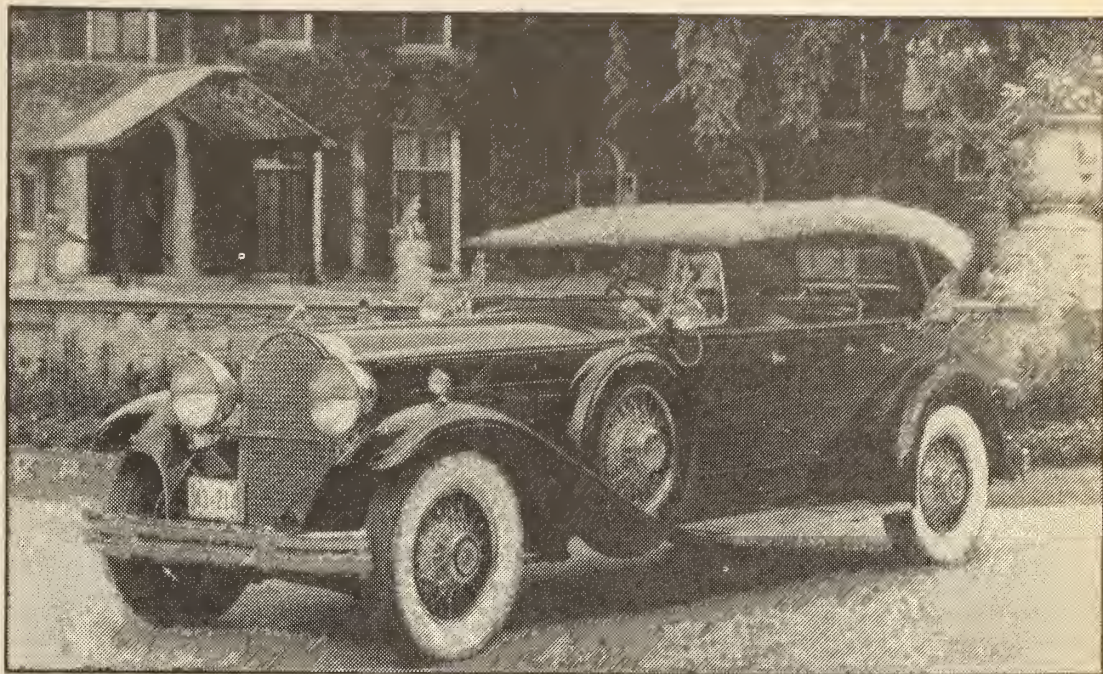
The treatment John underwent is known by the professionals who administered it as surgical sexual reassignment. It's a procedure whereby secondary sex characteristics are removed or constructed — in conjunction with hormone therapy.

Males are given estrogen

At the Gender Identity Clinic, candidates for sex change are seen by a psychiatrist and a psychologist, and undergo laboratory investigation. Later they are seen by a geneticist, an endocrinologist, a urological surgeon, a plastic surgeon, and a legal counsellor.

Those who are accepted for the change, must then live for one year in their chosen gender, receiving appropriate psychotherapy. Males are given the female hormone estrogen which increases the size of the breasts and decreases hair growth. Females receive the male hormone testosterone which causes hair to grow and deepens

Continued on Page 3



PACK A LUNCH: Those whose wildest dreams include an elegant autumn picnic à la Gatsby, spread on the lawn of the family mansion next one's 1930 Packard Phaeton, should make a point of lunching on the greensward just south of Hart House, on Wednesday Oct. 20, 12:30 — 2 p.m., when, on behalf of the United Way Campaign, the pictured Packard and some eight or nine other vehicles from the Craven Foundation's vintage automobile collection will preen for dreamers, photography buffs and passers-by.

Brass bands will toot to tout Erindale's 10th

Erindale Campus is where it's at this weekend.

On Saturday evening, Oct. 16, the 10th anniversary edition of Erindale's Oktoberfest will have the place hopping, while on Sunday afternoon you can head for the clouds by balloon, then swing with the Climax Jazz Band down below.

While Sunday's events form the official opening of Erindale Week, celebrating the College's 10th birthday, the Oktoberfest, an annual event with a *wunderbar* reputation, will be a worthy warm-up. According to Glenn Jones, president of the Erindale College Students' Union, there will be no less than three "Oom Pah Pah" bands, in three locations, and they'll start packing them at 7.30 p.m.

On Sunday, free balloon rides will start taking off at noon (weather permitting), offering a bird's eye view of the campus and

surrounding terrain. The jazz concert, at the Meeting Place in the South Building, will start at 3 p.m. It's also free.

Other highlights of next week's festivities at Erindale are a gala birthday party — dinner and dance

— Friday, Oct. 22, 6.30 p.m.; International Night, with arts, crafts, costumes and foods from many lands on Saturday, Oct. 23, at 8 p.m.; and a Sunday afternoon concert by the Canadian Brass on Oct. 24 at 3 p.m.

Last Minute News

The Provincial Cabinet has considered the appeal of the University's neighbours against construction of the new Athletic Building and has turned it down — in effect, confirming the decision of the Ontario Municipal Board that construction should proceed.

...

A ratification meeting is being held Friday, Oct. 15 by the Library Workers' Union, after management and union negotiation teams signed a one-year memorandum of settlement on Oct. 8, thereby heading off a repeat of last year's strike.

...

On Wednesday, Oct. 13, the UTFA Council approved by a vote of 42-1 the Draft Agreement prepared by its Salary and Benefits Committee, and set Nov. 8 as the date for a mail ballot of all faculty members and librarians. The approved document contains 60 changes.

UTFA open meeting, Oct. 20

The U of T Faculty Association is sponsoring an open meeting to discuss the proposed *Memorandum of Agreement on Terms and Conditions of Employment* on Wednesday, Oct. 20, at 4 p.m. in the auditorium of the Medical Sciences Building.

All faculty members and librarians are invited to attend.

Ancient human jawbone unearthed by Irving's Yukon Program

by Jake Koekebakker

The first direct evidence of the presence of man in a remote area in the Yukon 20,000 to 30,000 years ago — part of a human jawbone — was turned up by a U of T field party this summer.

The find, regarded as a breakthrough because it directly confirms earlier evidence of human activity in the form of fossilized bone artifacts, was brought back by Dr. William Irving, Professor of Anthropology, who is director of the University's Northern Yukon Research Program.

"There is no question about the jawbone's being human," Prof. Irving says, adding it is clearly from *Homo Sapiens*, and not *Neanderthal*.

The size of the jawbone, at least what there is of it — the right half with part of the chin missing — suggests a human small in stature, but Irving declines to speculate on the appearance of the owner.

The five-year Northern Yukon Research Program, begun in 1975, is investigating plant and animal fossils of the Pleistocene age in the vicinity of Old Crow, Y.T., one of the few unglaciated parts of Canada.

The jawbone was actually picked up from a bank of the Old Crow River, by Freddy Frost, 31, one of the 200 or so residents of Old Crow. It was his second day on

the job as field assistant, but Irving points out, "everybody in Old Crow knows about fossils."

The Toronto research group, in collaboration with colleagues from the National Museums of Canada and the Geological Survey of Canada, has been collecting masses of evidence that are expected to reveal

A human jawbone at least 20,000 years old.



something about the environment, lifestyle, culture and technology of human populations in the only large part of Canada that escaped the Ice Age of 20 millennia ago.

Much of the material is being found along the banks of the Old Crow River, which flows through a region believed once to have been covered by a large lake.

"There is just a tremendous quantity of bones washed down the river," Irving states. "This is unique in my experience, and probably unique in North America."

Other studies are progressing on, for example, the archaeology of post-Pleistocene periods, now represented by more than 165 sites, and the history of vegetation. The results will begin to appear about 1978, Prof. Irving expects, when it will be possible to start interpreting the intricate records of environmental and cultural change in this remote land.

The program is funded by the Canada Council, with additional support from the department of Indian Affairs and Canadian Arctic Gas Pipeline Ltd.

Prof. Irving and the program's associate director, Jacques Cinq-Mars, also reported on their program's progress last month to the International Congress of Americanists in Paris, and at the International Congress of Prehistoric and Protohistoric Sciences in Nice.

FORUM

The Committee suggested collegiality, the President countered with paternalism

To the Editor:

I write this from the position of a member of the faculty who is convinced that the most useful and effective relationship between faculty and administration is through unionization and collective bargaining. However, I am, in company with most faculty members, fully prepared to support the process contained in the report of the Salary and Benefits Committee of the Faculty Association. My feelings were rather mixed when I discovered on reading the statements of the President, the Provost, and the Principal of Woods-

worth College, not simply an administration rejection of a very conciliatory and co-operative statement from the Committee, but in their words and postures a virtual open invitation to an adversary position.

The President, in almost insulting fashion, does not even attempt to come up with an alternative. In fact he defines very clearly his preference for the status quo situation of unrelieved paternalism clothed in ineffectual gestures in the direction of "consultation", and this after weary years of "consultation" on many basic issues in which fundamental re-

quirements such as disclosure were rarely honoured and only after painful conflict. For me this kind of response to a reasonable proposal is an open invitation for us to select a vehicle other than collegiality.

The Provost finds attractive features in the proposal but proceeds to raise the spectres of an inevitable adversary relationship (which is his translation of the Committee offer of collegiality), bureaucratization and centralization. In the context of the ongoing ethos of university administration I might agree with the possibility of these outcomes, but I would

disagree strongly with the Provost's assertion of inevitability. Furthermore he must surely concede (and reveal his fears) that voluntary bargaining by definition produces a degree of decentralization in determination of certain key decisions. That surely is somewhat closer to inevitability.

The Principal of Woodsworth College (and, it should be noted, a member of the Negotiating Committee), in similar fashion raises the spectre of inevitable disasters such as increased bureaucracy, loss of professionalism etc. These tactics are hardly in keeping with senior officers of the University — but they are too transparent to be taken seriously in their substance. However, the Principal goes one better and this, at the very least, displays gross irresponsibility. He suggests, although he uses the word "could", that the association would proceed without consulting the membership via a secret ballot. Why does the Principal raise this

point? Does he really believe that the Faculty Association would proceed in this manner? He should say so. If he doesn't, then why raise the point at all?

In all of these statements the tone and strategy is quite clear. The Committee suggested collegiality, the President countered with paternalism, the Provost predicted an adversary relationship as did the Principal, and the Principal drew a totalitarian road map for the faculty. Should we interpret this as an invitation to unionize? Has the co-operative, collegial, community option failed? If the administration continues in its current attitude it will, I feel certain, as in the University of Manitoba (where I served on several occasions as consultant to the faculty association) provoke a rapid shift in interest towards unionization.

Meyer Brownstone
Political Economy

Chant and Iacobucci resurrected stale, spurious arguments

To the Editor:

It was with growing indignation that I read the excerpts from the brief by Donald Chant and Frank Iacobucci (*Bulletin*, Sept. 17). After all those years of discussion, and following comprehensive studies such as the Symons Report, these "liberal" (i.e. continentalist) administrators have learned nothing and understand nothing! They represent a living proof that the "mind" of our universities has been taken over, endangering Canadian independence.

Theirs is a spurious kind of academic internationalism, characterized by contempt for academic capabilities of co-citizens. Their fear of "parochialism" is ironic, since with our under-utilization of human resources we are far more parochial in outlook than those countries whose faculties consist of their own nationals almost exclusively. It is this curious brand of parochialism, manifesting itself in shameful neglect of Canadian concerns (e.g. woeful ignorance of the Arctic), that is responsible, among other things,

for our dereliction of duty toward the international community, as Professor Symons ably argues. By neglecting Canadian content in social and natural sciences, we are in fact impoverishing the world fund of knowledge. And, as has been found again and again, faculty "content" and study "content" are often synonymous.

Since Professors Chant and Iacobucci felt compelled to resurrect the stale, spurious arguments involving the Ontario Human Rights Commission, may I point out that among the "purists" who distinguish "citizenship" from "nationality" (i.e. ethnic origins) happens to be the incumbent Ontario Attorney General, according to our private conversation some years ago.

It is surely outrageous to subject qualified Canadian academics (whatever their ethnic origins) to competition against candidates from the rest of the world — without granting them some basic rights accruing to their citizenship, or even residence in this country. The issue is not that of landed immigrants usurping Canadian positions. Rather, the issue is that of ignoring qualified Canadian candidates at home and abroad, while handing out positions on a silver platter, as it were, to mediocre foreigners, still in their country of origin, via the old boy network. Undoubtedly, the majority of so-called "landed immigrants," mentioned in the brief, fall into this category.

K.J. Cottam
Ph.D. graduate,
Department of History.

Memorandum recognizes the realities

To the Editor:

While I have never liked the Employer-Employee frame of mind which has come to dominate the thought of our administrators (*vide* monthly and other statements from Huron Street), nevertheless that mental set is firmly fixed. When one supplements this unhappy condition with the rigidities imposed by governmental financing of our universities and the recent sharp decline in faculty influence upon "high policy" it is not surprising to find many of us who fought in the 1950s and '60s for faculty government becoming cynical and tempted by the option of certified unionization. I still do not like that road and yet the touching appeals to our sense of "collegiality" which have emanated from Simcoe Hall and even Woodsworth College (God save the mark) ring with a hollow tone. Like the Bells of St. Clements, there is a lemony tinge to their otherwise dulcet peals.

recognizes the realities of our situation, it involved consultation, and it excludes certification. Our representatives who worked so diligently throughout the summer on this excellent compromise solution to an almost impossible puzzle deserve our strongest support.

The major counter proposal from Simcoe Hall — that we settle instead for a complicated system of consultation — seems to be very similar to the proposal made to Mackenzie King by Whitehall with respect to Canada's participation in imperial foreign and defence policy. Continuous consultation was acceptable to King just as long as it did not involve definite obligation to contribute to the implementation of policy. With mere consultation we would be forced into the same position and thus, in the event of disagreement, be forced to strike (as, in effect did King). Far better to accept the facts and preserve "collegiality" by the binding agreements as proposed in the draft memorandum.

Kenneth McNaught
Professor of History

Final offer arbitration seems appropriate

To the Editor:

The members of the Faculty Association Committee who developed the Draft Contract published in the Oct. 1 issue of the *Bulletin* are to be congratulated for a careful, responsible, realistic and, I think, reasonable set of proposals.

The presence of faculty members on the Governing Council and the fact that many senior administrators are colleagues does not diminish the need for negotiations on professional matters between the University and its faculty within a reliable and appropriate frame-work. A reliable frame-work is one that has a mechanism for resolving disputes which cannot be negotiated. The frame-work is suitable, if it is one that is consistent with the nature of the academic profession and of the University.

The recommendation of final offer arbitration allows for a genuine negotiation to take place with a method for resolving disputes that cannot be negotiated which is consistent with the best interests of the University and its faculty. Although Principal Kruger seems to have become insensitive

to this difference, I personally find the difference between the strike and final offer arbitration to be a fundamental one. For with the use of arbitration to solve disputes, my professional obligation to students and to scientific work is not compromised as it would be in the case of a strike.

The old system of unilateral determination of policy on salary, tenure and other matters by the University is no longer acceptable even though individual faculty members play, as I have in the past, an active role in their formulation. The fact is that without being in any way co-opted, when one is thinking and acting on behalf of the University, one must put aside one's legitimate, individual professional interests. This step, which is a necessary one, in my opinion, really requires that others (the professional association to which one belongs) should be in a position to defend the interests thus set aside. Thus, it seems to me that the new proposals deserve the support both of the "private" faculty, the faculty who have been called upon to legislate for the University and the administration.

Charles Hanly
Professor of Philosophy

50 UTFA Council members elected Oct. 1

These members of the University of Toronto Faculty Association were elected by their constituencies on Oct. 1 to form the 50-member Council of the Association:

Arts and Science constituencies:

1, Anthropology, Sociology, Psychology — M. Levin; 2, Botany, Zoology — J. Williams; 3, Chemistry — S. McLean; 4, Classics, Fine Art — P. Derow; 5, East Asian, Middle East/Islamic, Near Eastern, Sanskrit/Indian — R. Savory; 6, English, Linguistic Studies — R. Frank; 7, French, German — J. Fleming; 8, Geography — N. Field; 9, Geology — J. Fawcett; 10, Hispanic, Italian, Slavic — G. Clivio; 11, History, History of Science — A. Rossos; 12, Mathematics, Computer Science — C. Davis; 13, Philosophy — D. Gauthier; 14, Physics, Astronomy — F. Manchester; 15, Political Economy — L. Smith.

Erindale constituencies:

16, Humanities — D. Hill; 17, Social Sciences — R. Fenn; 18, Sciences — G. Filion.

Scarborough constituencies:

19, Humanities — S. Whalen; 20, Social Sciences — S. Solomon; 21, Physical and Life Sciences — E. Mendelsohn.

St. George Colleges constituencies:

22, St. Michael's — P. Fitting; 23, Trinity — P. Bruckmann; 24, Victoria — P. Hess, C. Hosek; 25, New, Innis, University, Woodsworth — J. Dyson.

Medicine and Pharmacy constituencies:

26, Pharmacy, Nutrition/Food Sciences, Microbiology/Parasitology — J. Moran; 27, Preventive Medicine/Biostatistics, Rehabilitation Medicine, Health Administration, Behavioural Science — M.

Kelner; 28, Pharmacology, Physiology, Anatomy, Art Applied to Medicine — D. Osmond; 29, Clinical Biochemistry, Biochemistry, Medical Genetics/Biophysics, Banting and Best — C. Yip.

Other constituencies:

30, Architecture, Urban Planning — To be filled; 31, Dentistry — R. Ellis; 32, Forestry — F. Buckingham; 33, Law — S. Schiff; 34, Library Science — M. Anderson; 35, Management Studies — B. Kalymon; 36, Music — J. Hawkins; 37, Nursing — D. Gendron; 38, Physical/Health Education, Athletics/Recreation — R. Stone; 39, Social Work — B. Schlesinger; 40, Applied Science and Engineering — F. Rimrott, K. Smith, F. DeLory; 41, Education — A. Sheehan, L. Lafave, T. Goodenough; 42, Combined Libraries — A. Foster, K. MacKenzie, H. Velazquez, J. Winears.



UNIVERSITY of TORONTO Bulletin

The Bulletin is published on Fridays during the academic year. All copy should be typewritten, double spaced, and should be directed to the Bulletin section concerned. The deadline for most material is seven days before publication.

Published by the Department of Information Services,
45 Willcocks Street, Toronto, Ontario M5S 1C7
Telephone 978-2102

Bargaining outside the Labour Relations Act differs fundamentally from certification

The UTFA Salary and Benefits Committee replies herein to the comments on its Draft Memorandum of Agreement by Arthur Kruger, Principal of Woodsworth College, published in the *Bulletin*, Oct. 1.

Principal Kruger, a member of the Administration's negotiating team, reports his opinion that there is little difference between the proposed UTFA Draft Agreement and formal certification under the Ontario Labour Relations Act (*Bulletin*, Oct. 1). The Committee respectfully demurs.

In an attempt to argue the Administration's brief, Principal Kruger writes imaginatively about the inexorable path to full unionization. It is unfortunate that he did not look at the evidence. For the fact is that the faculty association at the University of Alberta has bargained collectively outside the Act for six years without drifting into certification.

And at U.B.C., precisely the reverse has occurred. The Association, once certified, recently sought decertification, and now bargains collectively outside the Act. We would submit that if bargaining outside the ambit of the Labour Relations Act does not differ significantly from being certified as a trade union, then it must surely come as news to faculty members and librarians at these universities.

Consider the facts. Principal Kruger raises the hobgoblin that by expelling University administrators from the Association certification could be achieved. The fact is that the Association voted decisively last year that it did not wish to take such action — a mandate with which this Committee strongly concurs. Furthermore, the fact is that like all citizens of Ontario, the faculty and librarians may unionize whenever a majority believe this would be desirable. It is that simple. There is no short-cut. There is no back-door. And as Professor Conacher pointed out last week (*Bulletin*, Oct. 8), the Committee genuinely believes that the Agreement we propose may be the last chance to avoid that step.

The differences, we believe, are fundamental. First, the matter of enforceability. In the last analysis a collective agreement outside the Act relies upon the good faith of the parties for its enforcement. There is no recourse to the OLRB, and whether such an agreement could be enforced in a court of law is murky at best. Not only are court dockets crowded and legal costs high, but the entire legal standing of collective agreements historically has depended upon the provisions of the Labour Relations Act. Deprived of the Act's support, the parties to such an agreement may very well have no legal recourse. The Committee has accepted this as a necessary concomitant of its desire to retain the University as we have known it. Until we are proved wrong, we prefer to rely on mutual good faith.

Second, there is the question of the inappropriateness of the strike as an economic sanction for faculty and librarians. A certified trade union, when its contract expires, may legally strike until a new contract is agreed. The employer may legally lock-out his work force. The Committee seeks to preclude this possibility from the very beginning. By remaining outside the Act, neither a strike nor a lock-out enjoys legal support.

Third, and perhaps most important, are the differences pertaining to style and tone; the intangible distinctions between a collegial community of scholars

and a rigidly polarized environment divided sharply between faculty and administration. By remaining outside the rigid structures of the Ontario Labour Relations Act, we hope to induce the former and avoid the latter. Admittedly, these distinctions are difficult to articulate. But for those members of the Committee who participated in last year's round of bargaining with the G.A.A. under the Act, the differences are very real indeed. They are essentially differences of approach, of attitude, of atmosphere. A freedom to deal frankly with colleagues on both sides of the bargaining table unencumbered by the adversary format the OLRA promotes.

Fourth, we believe that a collective agreement under the Act would carry with it inevitable demands for a union-shop, check-off and compulsory membership. (See the contracts at Carleton, York, and Windsor.) We have explicitly made membership in the Association a purely voluntary act — which we believe is far more in keeping with the freedom of choice inherent in a university environment.

Fifth, the immediate interface between the University as an organized polity and the individual faculty member or librarian takes place at the Department level — and it is at that level that "collegiality" is most essential. A collective agreement outside the Act permits us to retain as members of the Association our colleagues serving temporarily as chairmen, deans, and principals — a valuable contribution, in the Committee's view, to preventing the rigid employer-employee dichotomy which certification requires.

Sixth, and equally important, union agreements under the Act often prescribe detailed regulations pertaining to workloads. (See, for example, the contract drafts at Carleton, York and Windsor.) In an industrial context such regulations are often essential. But in the exceedingly diverse atmosphere of the university — particularly one as multifaceted as the University of Toronto — the standardization of working arrangements would be self-defeating. Accordingly, our draft merely provides that workloads shall be fair and equitable within each Department, and gives to each individual access to an iron-clad grievance procedure if he or she feels capriciously or unjustly treated.

Seventh, unionization too often spawns its own bureaucracy and its own special problems. In the University setting, professional university administrators might merely be supplanted by professional union administrators. This too we wanted to avoid.

Eighth, the Committee believes that an agreement outside the Act keeps that Labour Relations Board and the Minister of Labour out of university affairs. In this sense, we retain somewhat more control of our environment and prevent further government intrusion — a valuable goal in the Committee's view.

A final distinction pertains to the requirement of the Act to bargain in good faith. So long as faculty and librarians remain outside the Act, there is no way to compel the administration to bargain for an initial agreement. If the administration agrees to bargain, this is of no consequence. However, if faculty members and librarians should approve our draft agreement, and if the administration should then decide not to bargain, we have no way to force the issue short of certification. The Committee hopes this impasse does not occur.

In conclusion, the Committee would like to underscore the inconsistency of Principal Kruger's position. Before becoming a member of the administration's negotiating team, Principal Kruger served as mediator in the salary discussions between UTFA and the administration. In that more neutral capacity he wrote to the parties as follows (Feb. 19, 1975):

"Finally, it is my view that the perception the parties have of the President's role (in salary negotiations) served to frustrate effective bargaining. The role of the President under our current procedure is almost identical to that of an arbitrator. His function is to receive the submissions of the parties and then to arrive at recommendations which are transmitted to the Governing Council. Everyone assumes that these recommendations will be accepted by the Governing Council so that the President in fact makes the final decision in the event that the parties fail to agree. There has been no indication of what criteria would guide the President in his decision. . ."

To remedy this fault, Principal Kruger proposed that Final Offer Selection be employed — the method of arbitration suggested by this Committee. According to Kruger:

"I do feel that it is appropriate to comment on ways of improving the current settlement procedures. I have already indicated that settlement by Presidential fiat under the conditions which now prevail tends to frustrate bargaining and almost ensure that the dispute will be left to the President to resolve. I am not satisfied that the President can really be seen to operate with the independence normally expected of an arbitrator. He is bound to know much of what transpires during the give and take of negotiations. He cannot be totally divorced from the discussions leading to the formulation of a "management" position. Nor can he be unaware of the cross-currents within his faculty influencing UTFA's position on various issues.

"If the President is to continue to assume responsibility for deciding on the issues that remain unresolved, he cannot make his decision without knowledge of the events which occurred during the negotiations. If he retains independence in formulating his proposals for the Governing Council, his role, therefore, is bound to be one that inhibits bargaining. The President might well consider employing Final Offer Selection. While this would not be without its difficulties both for him and the parties, it would at least encourage compromise and provide some incentive for resolving disputes through direct negotiations."

In conclusion, the Committee respectfully submits that its proposal is reasonable and responsible. We urge all faculty members and librarians to support it.

**The Salary and Benefits Committee
University of Toronto Faculty Association**

Gender Identity Clinic and OHIP save patients as much as \$15,000

Continued from Page 1

the voice irreversibly. "This one-year-trial period eliminates those who are unstable," says Dr. Steiner, "and allows for emotional adjustment prior to surgery."

Usually the transsexual's parents and friends are unable to help, and consider the victim to be simply a homosexual or a lesbian, she says. "The transsexual would certainly not wish to be confused with the homosexual. And although he enjoys cross-dressing, it's because he feels more comfortable in clothes worn by the opposite gender, unlike the transvestite who dons them for erotic arousal."

In her studies to date, Dr. Steiner has found that female-to-male transsexuals tend to be of a higher intelligence and make a more stable adjustment than do male-to-female patients who tend to be histrionic and narcissistic, and often have criminal records. The second group also tends to move frequently, failing to put down roots in one community.



Dr. Betty W. Steiner

"Before gender identity clinics were established," says Steiner, "transsexuals would seek help from unreliable sources, and often at exorbitant fees. Private clinics in other countries will charge as much as \$15,000 — sometimes paid

in advance." She says that since sex change surgery is considered therapeutic rather than merely cosmetic, it is covered by OHIP, once approved by the GIC, and she hopes that follow-up studies on current Clinic patients will prove that the costs of surgery and counselling borne by OHIP are more than offset by decreasing health and welfare expenditures, and by the patients' improved work habits.

In its first year the GIC staff have seen approximately 115 patients — 90 biological males and 25 biological females. "There is growing evidence that there are many more female transsexuals than have come for help," says Steiner. And a recent increase of male applicants in the 40—50 age range has prompted her to speculate that their appearance may be due to the public's growing understanding and acceptance of gender problems.

In trying to understand transsexuality, Dr. Steiner says, the

specialists are studying the up-bringing, education, unconscious psychic conflicts and general nature of their patients. She is confident that the study will soon reveal whether transsexuals are born or created by their environment and just what form of therapy

works best. "While surgery helps to ease the depression, and the haunting fear of being found in an assumed role, the character and personality remain the same," says Dr. Steiner. "Those who adjust best are those who were the most stable to begin with."

Functions worth noting

Meetings of note:

"The Professions and Public Policy", national conference organized by Law at OISE, Oct. 15 — 16. Guest speakers are Dr. Ivan Illich and Dr. Sylvia Ostry, Deputy Minister, Consumer and Corporate Affairs.

Behavioural Science Workshop on teaching of psycho-social issues in health and medicine, Academy of Medicine, Oct. 15 — 16. Keynote speaker is Dr. George Engel, Professor of Medicine and Psychiatry, University of Rochester.

Plaque honouring Dr. Davidson

Black will be unveiled Oct. 20 at 2 p.m. in the foyer, Medical Sciences Building, part of the Canadian Association for Physical Anthropology meetings, Oct. 18 — 22, Cedar Glen, Caledon. Oct. 21, symposium on aspects of Homo erectus in human evolution.

"The Middle East in Transition", symposium organized by Middle East Committee, International Studies Program, Oct. 23, auditorium, Medical Sciences Building. Keynote speaker is Prof. George Lenczowski, University of California.

EVENTS

FRIDAY OCTOBER 15

Ambivalent Arsenic (Colloquium) Prof. W.R. Cullen, University of British Columbia. 158 Lash Miller Chemical Laboratories. 4 p.m.

SATURDAY 16

Homecoming Float Parade featuring the LGMB. Front campus. 10-11 a.m. Judging 10.30 a.m. in front of U.C.

Erindale Week celebrations begin. (See story page 1)

SUNDAY 17

Norbert Kraft, guitar, with **Bonnie Silver**, harpsichord. Conservatory Concert Hall. 3 p.m. Tickets \$3, students \$1.50. Box office 978-3773.

TUESDAY 19

Health Care Systems: Some Different Approaches (Lecture) Sir George Godber, past chief medical officer, National Health Service of England and Wales. 3153 Medical Sciences Building. 4 p.m. (Division of Community Health)

On a Visit to China (First of five in Anniversary Lecture Series) Dr. J. Tuzo Wilson, director general, Ontario Science Centre. 2082 South Building, Erindale College. 8.30 p.m.

Metabolic Neuropathy (Neuroscience Seminar) Dr. Peter Thomas, 3rd Ewart Angus Visiting Professor; Professor of Neurology, University of London and Institute of Neurology. Auditorium, Princess Margaret Hospital. 5 p.m.

Focus on Australian Environment (Environmental Seminar) Dr. Frank Fenner, director, Centre for Resources and Environment, Australian National University. 211 Haultain Building. 4 p.m.

WEDNESDAY 20

La Lecture Politique du Roman Contemporain (Fifth in a series

of eight lectures) Prof. Henri Mitterand, Université de Paris. Upper Library, Massey College. 4 p.m.

Second Order Conditioning (Colloquium) Prof. Robert A. Rescorla, Yale University. 2135 Sidney Smith Hall. 4 p.m. (Psychology)

The use of mutants of *Puccinia graminis* var *tritici* to test the common antigen hypothesis (Seminar) Dr. V.J. Higgins, Department of Botany. Room 7 Botany Building. 4 p.m.

Policy and Procedures for Promotional Opportunity (Lunch bag forum) Speakers: Prof. Frank Iacobucci, Vice-President, Internal Affairs and Robert F. Brown, manager, Personnel Department. Innis Town Hall. 12.15—2 p.m. (U of T Staff Association)

Jack Hutchinson Big Band Music from 30s to present. R-3103 Scarborough College. 12 noon. (Co-sponsored by Toronto Musicians' Association Trust Fund)

Karen Gold and David Paul, folk music. East Common Room, Hart House. 2 p.m.

Reception in Erindale Art Gallery for exhibition **Favourite Things**. 7.30 p.m.

THURSDAY 21

The Inescapable Dialectic: Faith and Doubt in Russian Literature (Lecture) Prof. William B. Edgerton, Department of Slavic Languages & Literatures, Indiana University. 1085 Sidney Smith Hall. 4 p.m. (Russian & East European Studies)

Can We Avoid a Nuclear War — A Layman looks at the Arms Race (Second of five in Anniversary Lecture Series) Prof. John Polanyi. 2082 South Building, Erindale College. 8.30 p.m.

Green Gold: Maya World (Fourth of 8 lectures, series II, complementing **Gold for the Gods** ex-



GO BLUES, GO! Snapped a couple of Saturdays ago during a football contest at Varsity Stadium, our picture proves, if proof were needed, that gay and inebriate abandon is again, as in the 50s, a favorite undergraduate pastime.

hibition) Dr. David Pendegast, field director, ROM archaeological site at Lamanai, Belize. ROM Theatre. 8 p.m.

Excavations at Meroe 1974-76 Prof. Peter L. Shinnie, Calgary University. Lecture room, McLaughlin Planetarium. 8.30 p.m. (Society for the Study of Egyptian Antiquities)

Altar of Fire (Film of a Vedic Ritual) Dr. J.F. Staal, Departments of Philosophy and South Asian Studies, University of California, Berkeley. 1069 Sidney Smith Hall. 4 p.m.

FRIDAY 22

Ritual Syntax (Lecture) Dr. J.F. Staal, Departments of Philosophy and South Asian Studies, University of California, Berkeley. 4171 Medical Sciences Building. 11 a.m.

Art Between the Hedgehog and the Fox: Europe's Reception of Tolstoy's Aesthetic Theories (Sem-

inar) Prof. William B. Edgerton, Indiana University. 2nd floor common room, 21 Sussex Ave. 10 a.m. (Russian & East European Studies)

Systems Theory and its Application to Queuing Processes (Seminar) Prof. W.K. Grassman, Department of Computational Science, University of Saskatchewan. 310 Rosebrugh Building. 2.10 p.m. (Industrial Engineering and American Statistical Assn., S. On. Chapter)

Quelques amplifications politiques de l'attentat de Jean Chastel, 27 décembre 1594 (Lecture) Prof. Claude Sutto, Université de Montréal. Room 6 New Academic Building, Victoria University. 4.15 p.m. (Tor-

onto Renaissance & Reformation Colloquium and Canadian Society for Renaissance Studies)

Maniera: the Central Issue in Sixteenth-Century musical controversy (Lecture) Prof. Rika Maniates, Department of History and Literature of Music. Room 4 New Academic Building, Victoria University. 8 p.m. (Toronto Renaissance & Reformation Colloquium and Canadian Society for Renaissance Studies)

Recent Chemistry of Organocobalt Carbonyl Cluster Complexes (Colloquium) Prof. D. Seyferth, Massachusetts Institute of Technology. 158 Lash Miller Chemical Laboratories. 4 p.m.

JOB OPENINGS

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call:

(1) Sylvia Holland, 978-6470; (2) Wendy Chin, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308.

Clerk Typist I (\$6,350—7,470—8,600) Royal Conservatory of Music (2)

Clerk Typist II (\$7,000—8,230—9,460) Faculty of Library Science (5), Zoology (1), Physical Plant (3), Medical Genetics (4), International Student Centre (4), Faculty of Dentistry (1)

Clerk Typist III (\$7,700—9,060—10,420) Anthropology (1), School of Continuing Studies (2), Industrial Engineering (5), Biochemistry (4)

Secretary I (\$7,700—9,060—10,420) Information Services (1), Institute of Policy Analysis (2), Scarborough College (2), Industrial Engineering (5), Medical Genetics (4)

Secretary II (\$8,470—9,970—11,460) Division of Laboratory Animal Science — TEMP. (4), Office of Vice-President, Business Affairs (1)

Secretary III (\$9,330—10,970—12,620) Private Funding (1), Physical Plant (3)

Library Technician II (\$3,500—4,115—4,730) Faculty of Law — P/T (2)

Laboratory Technician I (\$8,470—9,970—11,460) Zoology (1)

Laboratory Technician II (\$10,370—12,200—14,040) Physiology — TEMP. (4), Microbiology & Parasitology — TEMP. (4)

Laboratory Technician III (\$11,450—13,470—15,490) Medical Genetics (4), Banting & Best Department of Medical Research (4), Clinical Science (4), Anaesthesia (4)

Laboratory Technician IV (\$14,110—16,600—19,090) Banting & Best Department of Medical Research (4)

Programmer III (\$14,900—17,530—20,160) Computer Centre (3)

PH D ORALS

Wednesday, October 20

Suzanne Hidi, Department of Educational Theory, "Conditional Reasoning in Children: Inferred Versus Given Rules and Intrinsically Conditional Versus Intrinsically Predicative Relations." Thesis supervisor: Prof. C. Bereiter. Conference Room, 315 Bloor St. W., 10 a.m.

Thursday, October 21

Father Philip Wallace Platt, Department of English, "The Spiritual Vision of Coventry Patmore: A Study of His Religious Faith and Its Expression in His Work." Thesis supervisor: Prof. P. Morgan. Croft Chapter House, University College. 3 p.m.

Friday, October 22

Martha Latta, Department of Anthropology, "The Iroquoian Cultures of Huronia: A Study of Acculturation Through Archae-

ology." Thesis supervisor: Prof. N. Emerson. Round Room, Massey College, 10 a.m.

Michael Booton, Department of Aerospace Science & Engineering, "Buckling of Imperfect Anisotropic Cylinders under Combined Loading." Thesis supervisor: Prof. R.C. Tennyson. Room 201, 65 St. George St., 10 a.m.

Irvin Rollo Rubincam, Department of Educational Theory, "The Encoding of Tonal Information." Thesis supervisor: Prof. P.H. Lindsay. Room 4049, Robarts Library, 10 a.m.

Jane Lake Teare, Department of Educational Theory, "An Evaluation of Changes in Alcoholic Patients Following Three Different Treatments." Thesis supervisor: Prof. J.C. Weiser. Room 2394, Medical Sciences Building, 10 a.m.

Kapur Singh Ahlawat, Department of Educational Theory, "Alternative Methods of Estimating Parameters." Thesis supervisor: Prof. R.P. McDonald. Conference Room, 315 Bloor St. W., 10 a.m.

Francesc Prat Giralt, Department of Chemical Engineering, "The Axisymmetric Impinging Jet." Thesis supervisor: Prof. O. Trass. Room 307, 63 St. George St., 2 p.m.

Jacob Glickman, Department of Sociology, "Organizational Indicators and Social Correlates of Collective Jewish Identity." Thesis supervisor: Prof. R. Breton. Room 4049, Robarts Library, 2 p.m.

Nasim Ullah Khan, Department of Educational Theory, "A Longitudinal Study of Information Concept Learning in Infants and Young Children Based on an Interactive Systems Model of Diagnostic Monitoring." Thesis supervisor: Prof. W. Fowler. Room 201, 65 St. George St., 2 p.m.

Adrian Tanner, Department of Anthropology, "Religious Ideology and Mode Production Among Mississini Cree Hunters." Thesis supervisor: Prof. E. Schwimmer. Round Room, Massey College, 2 p.m.

Robert William Stobie, Department of Chemistry, "The Use of Polarized Light for the Study of Adsorbed Molecules." Thesis supervisor: Prof. M.J. Dignam. Room 309, 63 St. George St., 2 p.m.

significant humanistic texts. Fellowships may support independent study and research, in-residence study, summer stipends, etc. In addition, grants are available to academics for participation in public projects involving broad dissemination and understanding of the humanities.

Printed information about programs and pending deadlines may be seen at ORA. Call 978-2874.

RESEARCH NEWS

National Endowment for the Humanities (U.S.) 1976-77 Programs

The National Endowment for the Humanities has announced support of fellowships and research grants in four categories for academics who are U.S. citizens. Research grants may support group projects, research centres, the "preparation of important research tools", and the editing of